



Sustainability Report

2025

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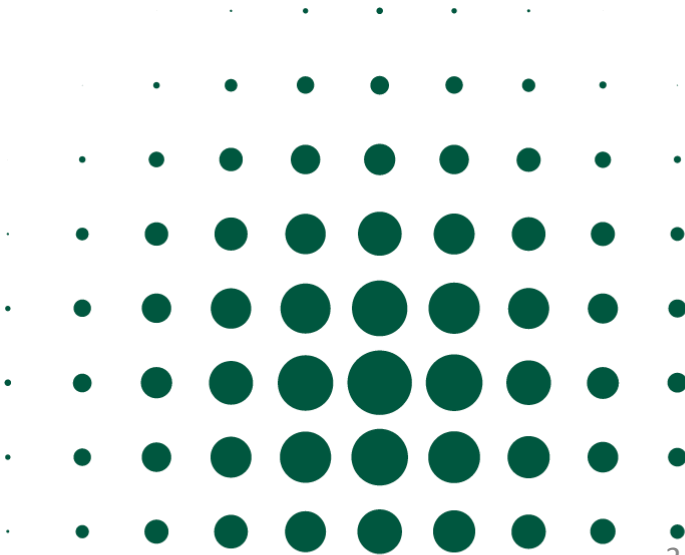
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Introduction to Gist

About this Report

Welcome to the 2025 Gist Limited annual sustainability report. In this report, we highlight our achievements and outline our future commitments to social, ethical, and environmental causes.

Our aspiration is to become a leading sustainable logistics company. To achieve this, we are committed to transparency in our actions and plans. As this is our sole annual report, we also take this opportunity to share insights into our business activities, vision, and values.

We hope this report serves as a valuable resource for stakeholders in the logistics sector, fostering knowledge sharing on sustainability.

The information in this report covers Gist Limited and Gist Distribution Limited for the financial year 2025 (1st April 2024 – 31st March 2025). Any mention of '2025' refers to this financial year.



About Gist

Gist is part of M&S. Our mission is to bring the magic of M&S Food to our millions of customers – whenever, wherever, and however they want to shop with us. We do this by providing cost-effective, industry-leading logistics and supply chain services for the benefit of M&S Food, Ocado, and their suppliers.

We collect the products customers love from our suppliers and then deliver them to hundreds of M&S Food stores and franchise partners across the UK and the Republic of Ireland.

Gist has over 5,700 colleagues who operate across 17 sites. We're committed to creating an environment where our colleagues can be at their best and go home safe to their families every day.

As part of M&S, we have a critical part to play in achieving our shared Plan A ambition. We're committed to exploring new, evidence-based ways to reduce our carbon footprint across our fleet and site network – as we seek to become a net zero business by 2035.



5,700+ Employees



1,600+ Trailers



**17 Sites across
UK & Ireland**



1,100+ Vehicles



Our Locations

Gist Limited has sites located across the UK and Republic of Ireland. The strategic location of the Gist network has been developed over decades, providing the successful operation to M&S stores and third-party customers.

Our operational sites can be found in: Barnsley, Bedworth, Bristol, Carlisle, Chesterfield, Clonshaugh, Crewe, Cumbernauld, Enfield, Faversham, Hemel Hempstead, Milton Keynes, Portbury, Spalding, and Thatcham.

Our head office is situated just outside Basingstoke in Chineham Business Park and our finance functions are based in the Financial Management Centre (FMC) in Barnsley.



Our Vision & Values

We believe that our vision and values should underpin everything that our colleagues do. From drivers to warehouse operatives, to our central team at head office, we continue to share these messages through accessible and visual communications.

We place our values at the centre of every colleague's personal development review. This ensures that regular and meaningful conversations take place between each colleague and their manager – discussing how their behaviour and performance reflect Gist's values.

These leading behaviours are at the core of our management training programme. It is important for our managers to understand our vision and values before they can successfully encourage their teams to do the same. We believe our managers should lead by example.

Our vision is to deliver cost-effective, industry-leading logistics and supply chain services for the benefit of Marks & Spencer, Ocado and their suppliers.

With People and Safety at the heart of everything we do, we are:

Progressive

We innovate and deliver change to make us better.

Accountable

We take responsibility for delivering exceptional performance.

Collaborative

We work in partnership with our customers, colleagues and suppliers to achieve winning outcomes.

Ethical

We consistently do the right thing for our people, our customers and the environment.

Our Memberships & Affiliations



The Chartered
Institute of Logistics
and Transport



UN Sustainable Development Goals

The Sustainable Development Goals (SDGs) are a set of 17 goals adopted in 2015 by the United Nations. These goals were a universal call for action to end poverty, protect the planet and ensure peace and prosperity by 2030.

At Gist, we understand the importance of the UN's SDGs and continue to support them. We have identified three key goals that Gist can impact and make positive contribution towards.

On the next few pages, you will find our initiatives related to these three key goals and their corresponding page numbers.

SUSTAINABLE DEVELOPMENT GOALS



UN Sustainable Development Goals

Good Health and Well-being:

24/7 EAP access - **pg 36**

Mental Health First Aider at every site - **pg 36**

New red light procedure - **pg 37**

Menopause cafe initiative - **pg 39**



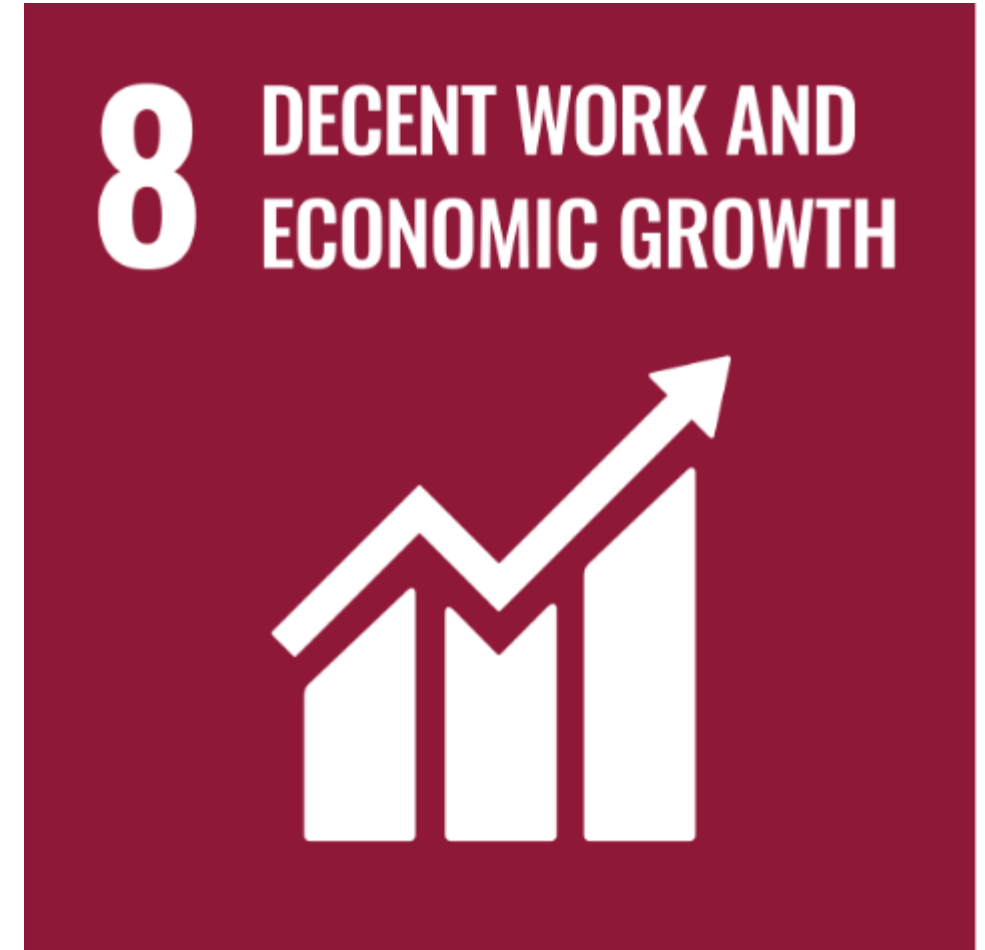
UN Sustainable Development Goals

Decent Work and Economic Growth:

Minimum training for colleagues - **pg 35**

Publishing of gender statistics - **pg 35**

'Your Voice' survey 2024 - **pg 36**



UN Sustainable Development Goals

Responsible Consumption and Production:

Refrigeration advancement and reduced usage of high GWP refrigerant - **pg 21**

Driver telematics - **pg 25**

Waste infrastructure improvements - **pg 31**



Progress Overview

Highlights from 2025



Shortlisted: Cold Chain Federation Awards & Logistics UK Awards



Onboarded 50 bio-CNG vehicles: Replacing 1.6 million diesel kilometres, eliminating approx. 485,000 litres of diesel



Scope 3 inventory completed



New Traka Docksafe red light safety solution roll-out



Achieved 930,000 kg reduction in volume of waste generated



Equivalent of approx. 575,000 meals donated through FareShare

Environment



Our Net Zero Strategy - Plan A

Since the acquisition in September 2022, we have worked hard to align our sustainability goals with those of our parent company. This means aligning to M&S' Plan A.

This year, in line with new guidance from the Science Based Target initiative (SBTi), M&S reset their science-based targets which have recently been validated by the SBTi. We form part of these targets.

Overall net zero target

- M&S commits to reach net zero greenhouse gas emissions across the value chain by FY2040.

Near-term targets

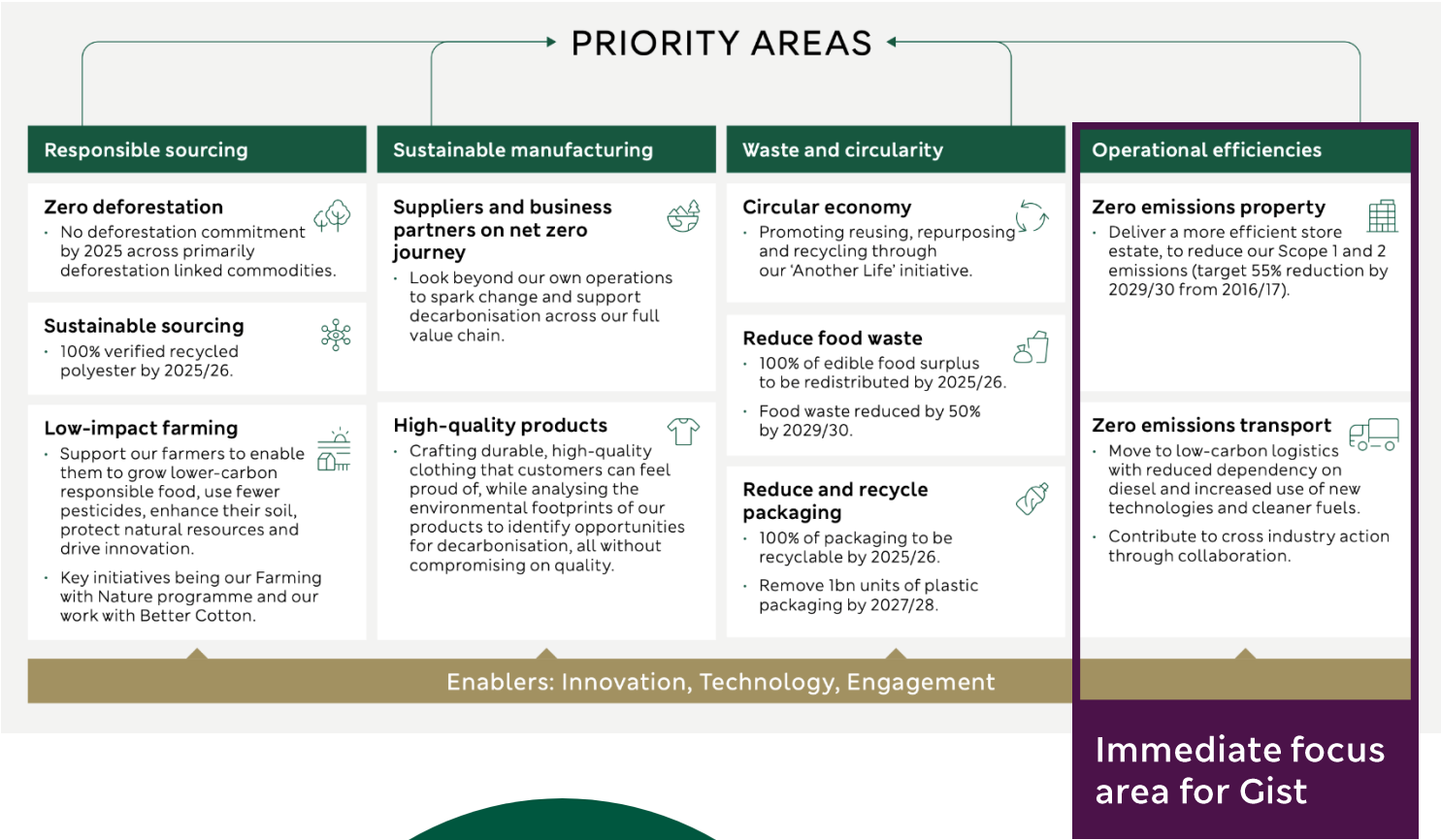
- Energy & Industry: M&S commits to reduce absolute Scope 1 and 2 GHG emissions 55% by FY2030 from a FY2017 base year.* M&S also commits to reduce absolute Scope 3 GHG emissions 42% by FY2030 from a FY2023 base year.*
- FLAG: M&S commits to reduce absolute Scope 3 FLAG GHG emissions 30.3% by FY2030 from a FY2023 base year.**

Long-term targets

- Energy & Industry: M&S commits to reduce absolute Scope 1 and 2 GHG emissions 90% by FY2035 from a FY2017 base year.* M&S also commits to reduce absolute Scope 3 GHG emissions 90% by FY2040 from a FY2023 base year.*
- FLAG: M&S commits to reduce absolute Scope 3 FLAG GHG emissions 72% by FY2040 from a FY2023 base year.**

- M&S commits to no deforestation across its primary deforestation-linked commodities, with a target date of December 31, 2025.

Due to the nature of our business, Gist's current focus is on the two of the priority areas to support our transition to net zero; zero emissions property and zero emissions transport.



Reaching Net Zero

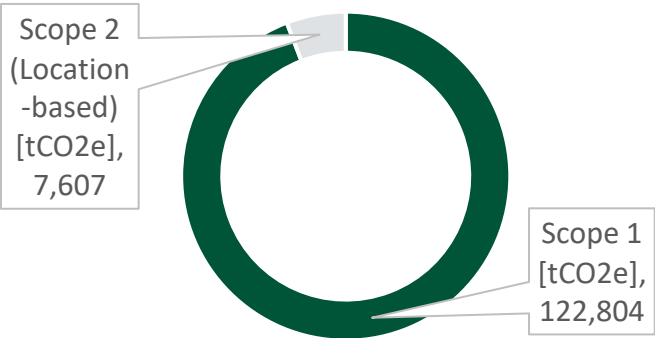
2024/2025 Progress
1.3% carbon efficiency improvement

We are thrilled to share that we have achieved an impressive 1.3% improvement in efficiency this financial year compared to 2023/24. This remarkable accomplishment is especially significant given the ongoing expansion of our business operations.

While our total absolute emissions have increased since last year, this is accompanied by a significant rise in our kilometres travelled and overall business growth. We view this as a positive

development, reflecting our expanding reach and impact. Our commitment to sustainability remains unwavering, with a primary focus on decarbonising our fleet and infrastructure. While our infrastructure contributes a smaller percentage to our overall carbon footprint, it is crucial that we continue to prioritise this area alongside our fleet. By doing so, we ensure a comprehensive approach to reducing our environmental impact.

Scope 1 & 2 CARBON EMISSIONS FY24/25



Scope 1 and 2 Emissions (tCO2e)	
2022/23	130,477
2023/24	129,881
2024/25	130,411

WHAT IS SCOPE 1?
Direct emissions from a business (e.g. emissions from Gist's HGVs).

WHAT IS SCOPE 2?
Indirect emissions released from energy purchased by the organisation (e.g. Gist's purchased electricity).

WHAT IS SCOPE 3?
Other indirect emissions - from sources not owned or controlled by the organisation (e.g. emissions from those commuting to work).

Scope 3 Progress:

2024 has been a landmark year for us in terms of calculating our carbon footprint. Until now, we had only reported on Scope 1 and 2 emissions, without fully understanding the impact of our Scope 3 emissions.

We are proud to announce that we have successfully established a Scope 3 baseline, which will serve as a foundation for setting our future targets. This milestone was achieved through our strategic collaboration with a third-party consultant.

Looking ahead, we will calculate our Scope 3 footprint annually. This year, we are doubling down on our efforts by engaging and collaborating more closely with our suppliers. Our goal is to develop a comprehensive Scope 3 impact reduction plan, driving significant environmental benefits and reinforcing our commitment to sustainability.

Reaching Net Zero

How will Gist reach Net Zero?



Low Emission Vehicles

Accelerate our commitment to expanding investments in innovative diesel alternatives, transitioning from successful trials to integrating these technologies into our fleet.



Energy Efficiency & Waste Reduction

Implement energy-saving measures and technology across our operations to reduce overall consumption.

Expand recycling programs and implement effective waste management strategies.



Colleague Engagement & Supplier Collaboration

Engage and train colleagues to promote sustainable practices and recognise their contributions.

Partner with suppliers to ensure sustainable practices throughout our supply chains.

Environment Initiatives: Fleet

Major investment in Sustainable Fleet: Bio-CNG

Bio-CNG kms replaced
1.6 million diesel kms

1,200 tCO₂e eliminated by
the utilisation of bio-CNG
vs diesel

In 2023, Gist initiated its first trial of bio-CNG (compressed natural gas) vehicles, starting with three units. This trial gathered valuable data and colleague feedback, leading to the purchase of 50 4x2 bio-CNG vehicles in October 2024, marking our largest investment in low-emission vehicles to date. Extensive work involving all stakeholders early in the onboarding process ensured we met the specific needs of Gist's drivers, engineering, transport, health and safety, and planning teams.

To ensure successful integration, we organised “Bio-CNG Launch Days” at Faversham and Crewe, where the vehicles are based. These events allowed colleagues from across the business to see the vehicles, interact with manufacturer representatives, and raise any concerns, generating excitement within the Gist network.

Since deployment, we have eliminated over 1.5 million diesel-driven kilometres from our network, achieving an 80% reduction in emissions compared to our previous diesel operations. Throughout 2025, we continue to monitor the utilisation of these vehicles monthly and update the business on progress, reinforcing our commitment to sustainability and a cleaner future.

Building on the successful onboarding and positive feedback, we plan to trial new vehicles, including a 6x2 CNG model. Furthermore, we will continue to make substantial investments in bio-CNG this year, reinforcing our commitment to sustainable transportation solutions.



Fresh off the production line, one of the first 50 bio-CNG vehicles which entered the Gist fleet in 2024.



Launch day at Crewe, celebrating the 50 bio-CNG vehicles entering our fleet.

Environment Initiatives: Fleet

Refrigeration Advancements

Currently, Gist partners with leading suppliers for our trailer refrigeration units (TRUs). In 2024, we have made substantial progress with these suppliers to ensure we are utilising the most sustainable models available.

We have begun to transition to a new model of refrigeration units, which brings numerous sustainability benefits to our refrigerated vehicles. These benefits include a weight reduction of 100kg, easing the load on the units. Additionally, noise levels have been reduced by 3dB, effectively halving the sound impact and lessening our environmental footprint in local communities around our depots.

The efficiency of the new refrigeration units will be assessed by comparing fuel consumption and performance metrics with those of older models. This evaluation will include monitoring fuel usage, temperature stability, and overall energy consumption during regular operations.

In 2024, Gist acquired 33 new refrigerated trailers, in addition to the 10 trailers acquired in 2023. These units deliver a 30% reduction in fuel consumption compared to our previous models, as evidenced by two years of telematics data. The new units also possess a 3,000+ hour service interval, extending the service from 6,000 to 9,000 hours, which reduces servicing downtime by 30% and eliminates one oil change service in a 15,000-hour cycle.

Additionally, these units operate 3dB quieter than alternative models and come with a 12-year R&M contract that negates the need for midlife refurbishment, thereby reducing the consumption of new components.



Environment Initiatives: Fleet

Fleet Refrigerant Reduction

**35% reduction in
R404A usage vs 2024**

In 2025, Gist has prioritised reducing the use of R404A refrigerant in our fleet and transitioning to R452A, which offers significant environmental benefits due to its lower Global Warming Potential (GWP). With R404A usage having decreased by 35%, this shift underscores our commitment to aligning our fleet with net zero targets.

As we continue to upgrade Vector 1950 fridges in 2025, our R404A refrigerant usage will further decline.

Power Take Off (PTO) Technology

Power-take-off (PTO) technology converts energy from the diesel engine at the front of the HGV into electricity, which powers the refrigerated trailer, reducing the need for two diesel engines. This system can lead to significant savings on both fuel and emissions in transport. By eliminating the auxiliary engine, the associated carbon and NOx emissions are also removed.

Last year we installed 87 plug-in points for use by the refrigerated rigid fleet with PTO technology. This year, we are actively promoting their use, and this technology has now been incorporated into our standard rigid specifications.

The positive impact of PTO technology on our rigid fleet led us to conduct a comprehensive trial for our articulated fleet at our Gist Chesterfield depot. This trial, which began in November 2024, has now been completed. We gathered extensive data to fully understand the potential of using PTO technology to its full capacity. The results have provided us with valuable insights, and we are excited about the possibilities this technology offers for our articulated fleet.



Environment Initiatives: Fleet

Fully-Electric Rigid Fleet

Throughout 2024, we have significantly increased the utilisation of our three fully electric, refrigerated rigid vehicles. On average, these vehicles have seen a 25% increase in their monthly kilometres compared to the previous year. This achievement is the result of the collaborative efforts of our central planning team and on-site operations, who have identified the most efficient routes and maximised vehicle usage.

Building on this success, we plan to accelerate our investment in electric vehicle infrastructure throughout 2025. We will continue to enhance our operations by evaluating and integrating more electric vehicles, further understanding their long-term suitability for our net zero fleet strategy.



One of Gist's three fully-electric rigid, based at Gist Enfield depot.



One of Gist's first refrigerated electric wagon and drag vehicles.

Electric Refrigerated Wagon and Drag Vehicles

The first of its kind electric wagon and drag vehicle has been developed in collaboration with Gray & Adams. Showcasing a fully electric refrigeration system on the prime mover unit merging the adaptability of conventional rigid vehicles and the advantages of electric technology. The system is powered by electricity generated from the vehicle's main engine, while the drag trailer is equipped with a small diesel backup tank to ensure continuous temperature regulation for perishable food items.

This pioneering technology helps Gist to decrease the number of vehicles on the road; for instance, a single wagon and drag setup can effectively replace two separate rigid vehicles, facilitating deliveries to two distinct locations. We will now replace 50% of our current wagon and drag vehicles with this new development.

These vehicles demonstrate our commitment to shaping the future of cold chain logistics, we are excited to integrate these vehicles into our fleet and pave the way towards a more sustainable future.

Environment Initiatives: Fleet

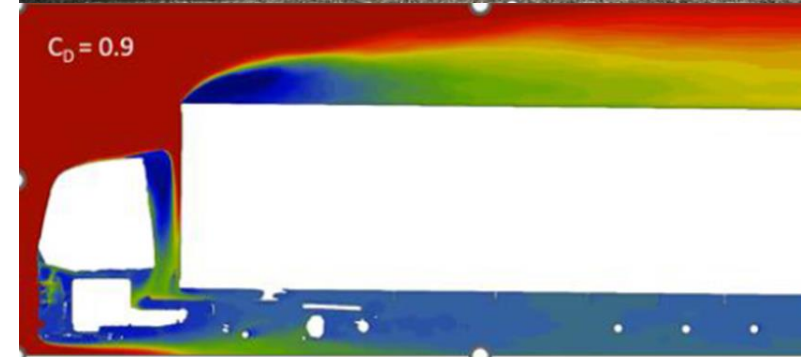
At Gist, we recognise the importance of implementing marginal gains to drive environmental progress. While not all projects will result in substantial carbon savings, it is the accumulation of these smaller, incremental improvements that will enable us to achieve significant environmental advancements. By identifying and capitalising on every opportunity for marginal gains, we can collectively make a substantial impact on our sustainability goals.

Aerodynamics

This year, we have begun trialling various aerodynamic features on our vehicles. Even small improvements in fuel economy can lead to substantial carbon savings when applied across our large fleet. To explore this potential, we installed fixed top cab air deflectors on two new bio-CNG vehicles joining the fleet. In a recent trial at our Faversham site, we measured a more than 5% improvement in fuel efficiency, which is equivalent to removing 1.2 tonnes of CO₂e per vehicle, per year.

In collaboration with the manufacturer, we also trialled a taller aerodynamic management kit on two new DAF XB rigids at our Hemel Hempstead site, resulting in a 4% MPG increase. This success is driving the retrofitting of 19 vehicles with this modification, saving 42.1 tonnes of carbon annually. Additionally, we tested an auto-adjusting air deflector on our 6x2 fleet, which adapts to changes in trailer height, resulting in an approximate 6% improvement in MPG.

We will continue to review and implement successful aerodynamic technologies across the fleet as we onboard new, less environmentally impactful vehicles.



Environment Initiatives: Fleet

LRR Tyres

Rolling resistance can account for up to 30% of a vehicle's fuel consumption and CO₂ emissions, making its reduction a key opportunity for improving efficiency and sustainability¹. Recognising this, our tyre partner Continental has conducted extensive fuel analytics to evaluate the benefits of low rolling resistance (LRR) tyres and to shape future policies for truck and trailer equipment in line with evolving legislation for both original equipment and replacement parts.

Beyond the products Continental supplies, their sustainability efforts align with our net zero targets by 2040, involving our entire supply chain. The award-winning ContiLifeCycle plant recycles our waste rubber for reuse in tyre production and retreads end-of-life truck tyres, bringing them back into service. This holistic system aligns with Gist's commitment to adopting circular economy initiatives

Looking ahead, we are excited to explore the potential of LRR technology and will begin a long-term trial of Continental's ECO tyre in the next financial year. These tyres are engineered with a specially formulated compound that reduces rolling resistance and allows for re-treading, significantly expanding their lifespan. With these features in place, and maximising their use, we anticipate measurable improvements in fuel efficiency.

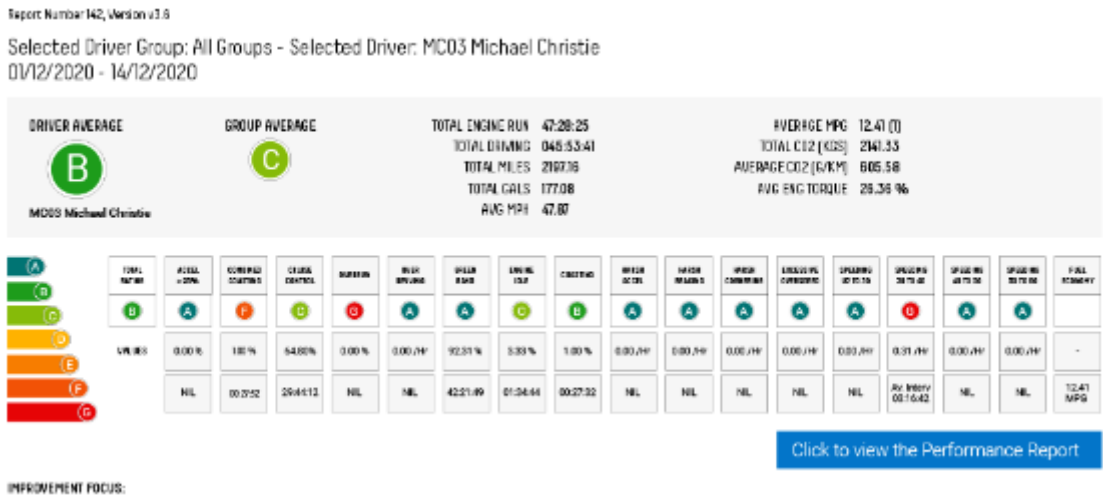


¹ [The Importance of Rolling Resistance for Fleets | Continental Truck Tires](#)

Environment Initiatives: Fleet

On-Board Telematics

At Gist, we use onboard vehicle telematics to enable the improvement in driver's performance. The telematics score our drivers on a number of different metrics to enable them to make improvements which in turn helps our environmental agenda. There is a direct correlation between improved driver performance and using less fuel and therefore reduced carbon emissions.



Driver Achievements

Throughout 2024, there has been a significant focus on improving Microlise, and we are proud to announce that three Gist drivers have been named among Microlise best for 2024, placing in the top 45 out of 220,000. This recognition highlights the tremendous hard work and commitment from Gist's drivers, as well as the dedication from our sites and transport teams to drive efficient and safe driving practices. The three drivers will now be considered for Microlise driver of the year award.



David Agnew, Cumbernauld

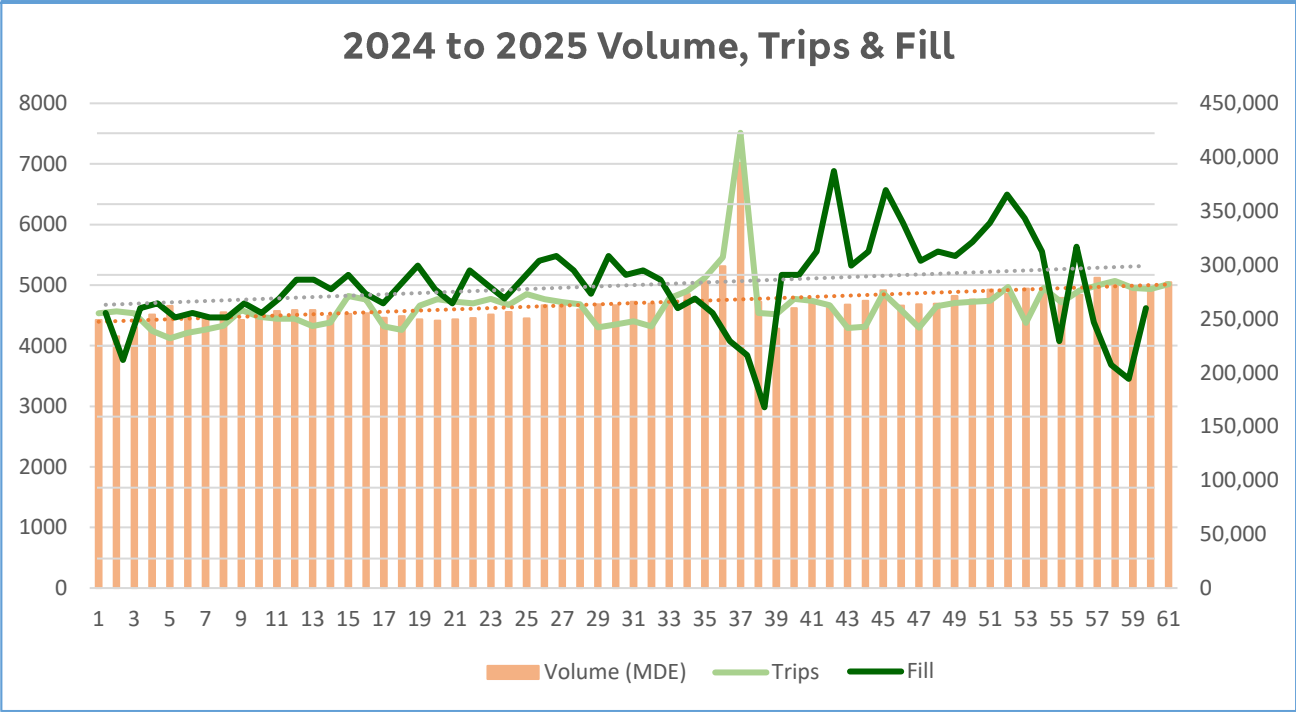
Francis Ward, Thatcham

Martin Evans, Thatcham

Environment

Initiatives: Fleet

Transport Operational Efficiency



Graph to show Primary operation's efficiency improvements throughout this financial year.

We are continually striving to enhance transport operational efficiency. Over the past year, both our primary and retail operations have made significant progress in reducing the total number of trips whilst managing increasing product volumes.

This success has been due to a few key projects. We are now much smarter with our dynamic planning, analysing volume and allowing planners to determine the most efficient routes, rather than sticking to fixed destination pairings. We've also cut out unnecessary depots stops with our ambient directs project. Also, for EV routes, we've been optimising load profiles based on what's available, making sure we're as efficient as possible.

Primary Improvements: Comparing weeks 1 to 6 of 2024 with the same period in 2025, we observed:

- A 10% increase in average volume
- An 8% increase in average trips
- A 1.9% increase in average vehicle fill
- These improvements have resulted in a 2% efficiency gain, equating to 94 trips per week.

Retail Achievements: Despite a 5% increase in volume this financial year, the number of trips has decreased by 7%.

Environment Initiatives: Fleet Next Steps

We have made a significant investment in driver tablets to enhance route guidance and optimisation, and we are nearing the completion of installation and training across our network.

These tablets provide real-time updates and suggest the most efficient routes for drivers to take. This will minimise travel time, reduce diesel usage, and improve safety. Drivers will receive precise, up-to-date instructions based on current traffic and road conditions, helping to avoid roads unsuitable for HGVs and double-deckers. This initiative aims to boost efficiency, safety, and sustainability in our fleet operations.



Environment Initiatives: Infrastructure

Improving Meter Data

To enhance our data reporting at Gist, we are upgrading our utility meter technology across our network. We are beginning to install automatic meters that feed data into a central portal accessible by all sites. This upgrade will improve the speed and visibility of our data collection, enabling on-site colleagues to monitor their utility data more closely and implement efficiency measures to reduce environmental impact.

HGV Electric Charger Install

Gist has recently installed a 150 kWh charger at our Clonshaugh site in Dublin to support the fully electric rigid vehicles in our third-party sub-contractor fleet. This installation underscores our commitment to collaborating with supply chain partners and supporting their journeys towards net zero.



Improving Colleague Facilities

Throughout 2024, significant improvements have been made to the facilities at Gist sites, particularly at Crewe, Cumbernauld, and Ward Park.

These projects focus on enhancing colleague amenities, with many sites now featuring brand-new, purpose-built canteens equipped with free drink vending machines. Boasting state-of-the-art amenities and dining areas, these upgrades have been very well received by colleagues across the network.

Additionally, most new installations eliminate the use of gas in kitchen and canteen areas, with the exception of some cooking facilities. This transition further contributes to our sustainability goals and demonstrates our proactive approach to infrastructure improvements. With more plans in the pipeline for 2025, we are excited to see the continued enhancement of all facilities for our colleagues.

Environment Initiatives: Infrastructure Next Steps

In 2024, our primary focus has been on our fleet, including the onboarding of new vehicles. As we move forward, we are accelerating our efforts in the infrastructure space, committed to optimising energy usage across our sites, trialling innovative technologies, and undertaking various projects aimed at enhancing our sustainability.

We are dedicated to conducting market research on the latest technologies in this space, with fortnightly updates to stay abreast of market trends.

An example of our commitment to innovative solutions is at our Chesterfield depot, where we will be conducting a wind assessment to evaluate the feasibility of wind-based technologies.

We are excited to delve further into this space and look forward to sharing our progress in our annual Sustainability report.



Environment

Initiatives: Waste

In this section we provide an overview of our waste management strategies, initiatives undertaken, and progress achieved in minimising waste generation and maximising resource efficiency across our operations. Through innovative approaches and collaborative partnerships, we strive to mitigate environmental impact from the items we waste.

Utilisation of Cage Covers

Gist has introduced cage covers in warehouse operations to segregate materials like cardboard and shrink wrap. These covers, made from durable, brightly coloured material, use existing equipment and can be easily relocated. At Gist Enfield, where recycling increased by 3.27% from July to November 2024 compared to the same period last year, the benefits are already evident.

Waste Improvements

Achieved 930,000 kg reduction in volume of waste generated vs 2024

Thanks to the collective efforts across our network, we have successfully met our waste reduction targets for this financial year. Throughout the year, we achieved a remarkable reduction of 930,000 kg in waste compared to previous years.

This accomplishment means we achieved a 20% reduction in general waste generated, 10% beyond our 10% goal. To put this into context, 930,000 kg reduction in waste generated is equivalent to an impressive 5.5 million bags of Percy Pigs.



Environment Initiatives: Waste

New Waste Stations

We are excited to introduce new waste stations at our sites, aimed at boosting recycling levels across the business and supporting our Plan A initiatives. These waste stations align with Simpler Recycling legislation, helping colleagues correctly separate general waste, dry mixed recycling and food waste. This implementation not only supports our Plan A efforts but also ensures compliance with the new legislation, which mandates proper waste segregation to standardise recycling across England.

To ensure correct utilisation of these stations, we have emphasised clear communication across the business. We are thrilled to revamp our waste stations and enhance recycling within the Gist network, making the process straightforward for our colleagues.



Environment Initiatives:

Waste Next Steps

Coffee Cup Recycling Initiative

The Sustainability team will launch a dedicated project to enhance coffee cup recycling. This initiative aims to increase recycling rates and promote eco-friendly practices within our organisation.

Reducing Waste in the Supply Chain

We will collaborate closely with our suppliers to minimise waste across the supply chain. This project focuses on reducing our scope 3 emissions through strategic partnerships and innovative solutions.



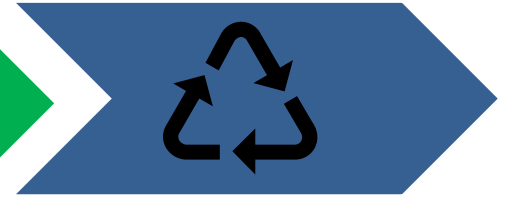
Assess Waste



Set Goals



Engage Suppliers



Reduce waste

Environment Engagement

Data & Reporting

In 2025, we have significantly enhanced our data presentation by incorporating new site-specific metrics for water consumption, as well as normalised metrics for electricity usage and carbon emissions. These enhancements allow for meaningful comparisons across sites. Our Sustainability Scorecard highlights key metrics for both the entire network and individual sites, promoting transparency. This transparency empowers sites to monitor their usage and take responsibility for improvements. The scorecard has been instrumental in raising awareness, and we look forward to leveraging it further.



Internal Communications

At Gist, sharing our knowledge and sustainability efforts is crucial as this dynamic sector is growing rapidly within our company. We communicate through monthly updates, including articles in our internal magazine 'Gist World', lockscreens, and bright signs. These initiatives highlight our commitment to sustainability and our efforts to engage and inform our network.

We think it is important for the sustainability team to not only promote alignment with sustainable methods and principles, but also to engage the network by highlighting ongoing and upcoming projects. This is an exciting time of transition in the sustainability space, and we are committed to sharing this message within Gist and beyond.

Social

Social Initiatives: People

Our commitment to our colleagues

Our workforce across Gist Limited and Gist Distribution Limited is primarily made up of drivers, warehouse operatives, administrators and central operation functions.

People are key to our business, and thus our values start "with people and safety at the heart of everything we do...". It remains a priority to care for the safety and wellbeing of our colleagues.



Training

We provide mandatory training programmes for our colleagues to ensure that our values are thoroughly understood and upheld. These programmes include:

- Code of Conduct
- Anti-Bribery & Corruption
- People Behind the Product
- Dignity at Work

Gender Statistics

A key value of Gist is to be inclusive. We are proud to provide a workplace where everybody feels welcome.

We track representation of women in our business to drive change and hold ourselves accountable. Whilst the data shows improvement, we recognise that there is still more that we can do to continually strive for a more inclusive workforce that supports and empowers our colleagues.

	March 2023	March 2024	March 2025
% of women in workforce	15.2	15.4	15.4
% of women in senior management	14.0	21.7	26.5

Social Initiatives: People

'Your Voice' Survey

Last year, we proudly announced in our Sustainability Report that we would be launching a network-wide colleague feedback survey called 'Your Voice'. We're thrilled to share that the survey has been successfully conducted, and we've received invaluable insights from our colleagues. Their feedback has highlighted our strengths and pinpointed areas for improvement.



Overall, we have achieved an impressive engagement score of 61%. We received positive feedback, highlighting that colleagues:

- Feel safe at work
- Feel respected at work
- Are enthusiastic about continuing their journey with Gist

Our colleagues highlighted some areas they feel could help improve their work environment. These include; better communication across the business from a central point of view and between sites. We could also be better at recognising colleagues' achievements across the business.

We have taken this feedback on board and are working hard to continually improve and foster a great work environment. Given to the success of this survey we plan to conduct similar surveys more regularly to continue gathering valuable feedback.



Connecting with our colleagues

Our colleagues are kept up to date and connected through several communication channels including:

- Digital screens across all sites that is updated weekly with both central and local content.
- A monthly digital internal magazine, GistWorld, sharing business new and colleague stories.
- An employee app (The Gist Hub) providing access to the latest news, company information, benefits, and wellbeing resources.

We additionally have wellbeing resources for our colleagues to connect with if required:

- 24/7 access to a confidential Employee Assistance Programme (EAP)
- Anonymous integrity phone line
- Trained Mental Health First Aiders at all sites

Social Initiatives: Health & Safety

We are excited to announce the rollout of our new Red Light Procedure across all our sites, marking a significant step forward in our commitment to health and safety. This initiative is not just a process change; Gist has heavily invested in Traka to engineer out red light pull-offs, ensuring a safer working environment.

This initiative is designed to:

- Enhance Safety: By preventing accidental roll-offs, we significantly reduce the risk of injuries and equipment damage, ensuring a safer working environment for everyone.
- Ensure Regulatory Compliance: This procedure helps us adhere to health and safety regulations, minimising the likelihood of audits and DVSA checks.
- Standardise Processes: Implementing a uniform safety protocol across all Gist sites ensures consistency and reliability in our safety measures.
- Increase Efficiency: By securing trailers during loading and unloading, we boost productivity and streamline operations.

This new procedure underscores our dedication to creating a safe, compliant, and efficient workplace for all our colleagues. The Traka system has already been rolled out at our Gist Chesterfield and Gist Thatcham sites, with a large rollout planned for the next financial year to cover more sites.



Social Initiatives: Health & Safety Next Steps

As we continue to prioritise the health and safety of our colleagues, we are excited to announce the onboarding of a Wellbeing Manager in the next financial year. This new role will be pivotal in developing and implementing our comprehensive wellbeing strategy.

Additionally, we are aligning our Integrated Management System (IMS) with ISO 14001 to improve robustness. This alignment, along with the business investing in an auditor, will allow for independent assurance of key environmental controls.

Key initiatives will include:

- Strategy Development: Crafting a robust wellbeing strategy.
- Programme Implementation: Rolling out targeted wellbeing programmes.
- Engagement and Support: Providing ongoing support and resources.



Social Initiatives: Community

At Gist, we believe in the positive impact community work can achieve and see it as our responsibility to contribute meaningfully. Through various initiatives and partnerships, we are dedicated to fostering connections, supporting growth, and driving meaningful change in the communities we serve.

Throughout 2025, we have made a lot of contributions.

Over 1,000 flower
donations to care homes

Toy donations to local
schools over Christmas

Donated the equivalent of approx. 575,000 meals
through FareShare

Hosted charity fundraising events including
MacMillan coffee morning raising over £1500!

Menopause Cafe: Sharing Experiences & Support

We held our first Menopause Café at Gist Barnsley with Premier Foods Bakery on June 25th, with over 20 colleagues attending. The event provided a safe space to share experiences and support each other. An inspiring menopause journey was shared, and participants discussed tips, products, and HRT options. Feedback was positive, with many finding the café helpful and reaching out to their GPs for further support.



Governance



Governance

The Gist Sustainability team has five key workstreams in which regular meetings are held with other stakeholders across Gist: fleet, infrastructure, communications, waste and data & reporting. These allow sustainability to be ingrained into Gist's operations and ensure it is present in our decision making.

Gist & Plan A

As a subsidiary of M&S, Gist's Sustainability targets and ambitions feed into those of M&S.

Meeting the M&S Plan A targets are a key business priority for Gist. We are held accountable for making actionable change towards these goals by reporting quarterly into the ESG Business Forums alongside other business units.

How does Gist Sustainability feed into Plan A?



GIST

Governance

Working with our Peers: Sustainable Logistics Forum

The Sustainable Logistics forum was created in 2020 and supports leading UK supply chains to collaborate on fleet decarbonisation, new technology trials and energy efficiency projects to hit their carbon reduction targets.

Gist has been a member of the forum since 2022. Other members include M&S, and other leading logistics companies. It is a great opportunity to share progress, discuss legislation and gain knowledge from our peers.

Collaboration within the Industry

Gist also work with other industry leading experts through forums and regular events:

- Sustainable Logistics Forum
- Logistics UK events and forums
- Cold Chain Federations events



What's Next: 2025 & Beyond

What's Next: 2025 & Beyond

Fleet Investment:

Continued investment in diesel alternatives. Opportunity to develop on-site infrastructure for alternative fuels.

Develop LMS:

The Learning Management System (Learning Zone) currently has limited active colleagues on the system. Strategic plans are in place to drive adoption starting in 2025, with significant increases expected in 2026 and 2027. The focus will be on increasing colleague engagement through targeted training content, colleague support, and a valuable learning experience for all.

Wellbeing Focus:

Safety and wellbeing remain at the forefront of our business. In 2025, we will enhance support for our colleagues through strategic development, guided by Gist's new wellbeing manager.

Investigating Net Zero Infrastructure Technology

Develop a net zero strategy for our warehouses, focusing on innovative pilot technologies. Implement strategies transferable across all warehouse operations.

Increase ESG Awareness

We will keep all colleagues informed with regular sustainability updates and initiate ESG awareness training to enhance business-wide knowledge and further integrate sustainability into our operations.

Increase Recycling

We will maintain our waste improvement plan, aiming to increase recycled waste volume annually. This will be supported through projects such as creating a dedicated waste stream for coffee cups and collaborating with suppliers to reduce waste across the supply chain.

Data Sheets

Data Sheets

Current Performance

	FINANCIAL YEAR			
ENVIRONMENTAL DATA	2022	2023	2024	2025
CO2e Emissions				
Scope 1 [tCO2e]	120,677	124,004	122,307	122,813
Scope 2 (Location Based) [tCO2e]	6,976	6,473	7,574	7,628
Scope 1 & 2 (Location Based) [tCO2e]	127,653	130,477	129,881	130,441
Relevant Metrics				
Distance Travelled [100,000 kms]	1,344	1,401	1,405	1,428

Note

- Gist financial year runs from April to March. Refer to the 'About this Report' section for more information.
- Gist reports carbon emissions based on operational control. Therefore, environmental data covers sites operated by Gist and those which fall under the scope of M&S Foods Logistics.
- Gist's CO2e emissions data form part of the total M&S assured numbers. For more information, see the latest M&S ESG Report. Distance travelled metric is not included in this assurance.